

Ruth M. Robinson J.D. MBA
Arbitration & Mediation
Emeritus Professor of Management

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Seasoned J.D. and MBA neutral with over fifteen-years experience in both private and public sector grievance (rights) and interest arbitrations

Other Professional Experience:

1991-2012 Professor of Management, Simpson College

* Courses: Management Concepts, Business Law (2 semester sequence) Human Resources Management, Labor & Industrial Relations, Principles of Insurance, Organizational Ethics & Corporate Responsibility, Individual Income Tax, Personal Financial Management

* Elected to various faculty governance committees, including multiple terms as chair of Budget Liaison Committee, coordinating with Administration officials on matters of concern to faculty and staff

1990-1991: Vice-president, Corporate Contracts and Human Resources, Alkanox, Inc.:

Drafted and implemented all HR policies for start-up high tech company. Participated in negotiation of technology licensing agreements and protection of intellectual property rights

1975-1990: Various positions – Qwest (now Century Link) and its predecessor entities

Positions in Human Resources, Labor Relations and Legal Departments in Des Moines, Omaha, and Denver. Responsibilities included position on company bargaining committee, jointly accepted language drafter for union and company bargaining committees, oversight of outside counsel, negotiation of third-step grievance settlements for multi-state 21,500 member bargained-for workforce; advocacy in arbitration cases

Education:

B.A. Drake University

J.D. Drake University

MBA Regis University (Denver, CO)

Professional Affiliations:

Iowa Bar Association

Nebraska Bar Association (nonresident status)

Arbitrator/Mediator Rosters:

Iowa Public Employment Relations Board

Federal Mediation and Conciliation Service (#3992)

Nebraska Commission on Industrial Relations

American Arbitration Association (Labor Panel)

National Mediation Board

Opinions Issued:

Interest cases, Iowa PERB: 8 (all are public - IowaPERB.iowa.gov)
Rights (grievance) cases, Iowa PERB and independent selection: 34
Rights/Private sector: (Iowa, Illinois, Missouri, Colorado, Minnesota, New Mexico,
Wisconsin, Washington, Wyoming) : 37
Teacher termination (Iowa): 1

Selected issues decided:

Discipline & Discharge; application misrepresentation, breach of privacy rules, customer relations, driving infractions, failure to follow security rules, FMLA, loafing, safety violations, treatment of prisoners, misuse of vehicle, failure to meet performance objectives, inappropriate contact with coworkers

Interest; public sector impasse resolution

Job posting; selection

Pay; calculation; calendar weeks, development activities, overtime distribution, leave compensation under 4-10's pilot,

Performance reviews

Schedules; lunch, use of sick leave bank

Reduction in force

Timeliness of arbitration

Weingarten

Work jurisdiction

12/2019